SOUNDTRANSIT

Approved by: Chief Executive Officer Chief Officer	**Agency Policy 606**	Executive
	Equity and Inclusion Policy	
	Effective Date: 03/01/2003 Revision Date: 12/12/2019 Supersedes: Administrative Policy and Procedure No. 1001	

Equity and Inclusion Policy

1.0 Scope

1.1 This policy describes Sound Transit's commitment to equity and inclusion. This policy applies to all Sound Transit employees, temporary workers and interns.

2.0 Definitions

2.1 Diversity: Range of human differences, including, but not limited to, race, ethnicity, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values systems, national origin and political beliefs.

2.2 Inclusion: Involvement and empowerment, where everyone feels welcomed, respected, supported and valued.

2.3 Equity: Fairness in process, distribution of resources, opportunity and provision of varying levels of support upon need to achieve greater fairness of outcomes.

2.4 Racial equity: Acknowledgement of historical inequity based on race, where race no longer determines one's socioeconomic outcomes and when everyone has what they need to thrive.

3.0 Policy

3.1 Sound Transit commits to:

- 3.1.1 Building an agencywide culture of inclusion.
- 3.1.2 Integrating equity and inclusion into all of its policies, programs, operations and practices.
- 3.1.3 Applying a racial equity lens to decision-making.

3.2 Sound Transit must:

- 3.2.1 Seek to discover and eliminate agency policies, structures and practices that perpetuate inequities.
- 3.2.2 Strive to employ a diverse workforce at all levels that reflects the community we serve.
- 3.2.3 Identify, develop and apply best practices, processes and tools that demonstrably make a positive difference for employees, stakeholders, riders and the community to reduce prevalent and persistent systemic inequity and outcome gaps.

3.3 Sound Transit will:

- 3.3.1 Allocate its financial, capital and human resources equitably.
- 3.3.2 Consider equity implications in the system expansion program in the planning process and use of capital funds.
- 3.3.3 Strive to ensure equitable access to the transit system.
- 3.3.4 Engage, include and collaborate with communities and stakeholders to further effective and equitable agency governance at Sound Transit.

3.3.5 Ensure additional, specific and consistent practices to ensure inclusion and equitable engagement of low income and communities of color who historically have been excluded in traditional processes.

3.4 Failure to comply with this policy may result in corrective action up to and including termination.

4.0 References

4.1 Agency Policy No. 603 Equal Employment Opportunity

4.2 Agency Policy No. 605 Harassment Free Workplace

4.3 Board Resolution No. R2018-10 Equitable Transit Oriented Development Policy

4.4 Board Resolution No. R2013-18 Policy for Conducting Equity Analyses of Major Service Changes

4.5 Board Resolution No. R2013-19 Policy for Conducting Equity Analyses of Fare Changes

4.6 Board Resolution No. R2011-15 Inclusive Public Participation and Community Outreach (Title VI) Policy